

3-0654
Union

20-11

THIS AGREEMENT, made this 12th day of April, 1982, between:

New Providence, Borough of

BOROUGH OF NEW PROVIDENCE, in the County of Union, a Municipal Corporation of the State of New Jersey, with offices at 1243 Springfield Avenue, New Providence, New Jersey, hereinafter referred to as "Borough" or "Employer", and:

NEW JERSEY STATE POLICEMAN'S BENEVOLENT ASSOCIATION, New Providence Local Number 132, hereinafter referred to as "P.B.A.":

(Sergeants)

W I T N E S S E T H:

WHEREAS, the parties have carried on collective bargaining for the purposes of developing a contract covering wages and certain other conditions of employment;

NOW, THEREFORE, in consideration of the premises and mutual agreements herein contained, the parties hereto agree with each other in respect to the employees of the Employer, recognized as being represented by the P.B.A. as follows:

ARTICLE I: RECOGNITION

The Employer hereby recognizes the aforementioned P.B.A. as the exclusive representative for all Sergeants in its Police Department in New Providence, New Jersey, but excluding probationary employees, patrolman, lieutenants, the Deputy Chief, and the Chief of Police and all other employees.

ARTICLE II: MANAGEMENT RIGHTS

A. The Borough, except as modified by this Agreement, retains and reserves all powers, rights, authorities, duties and responsibilities conferred upon and vested in it by the Laws and Constitution of the State of New Jersey and of the United States, including, without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the Borough government and its properties and facilities and of the facilities and of the activities of its employees.

2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees.

3. To suspend, demote, discharge or take other disciplinary action for good and just cause, according to law.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Borough, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection with the implementation thereof shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.

C. Nothing contained in this Article shall be construed to deny or restrict the Borough of it's powers, rights, authorities, duties and responsibilities under R.S. 40 or any other national, state, county, or local laws or ordinances.

ARTICLE III: GRIEVANCE PROCEDURE

Section 1.

To provide for the expeditious and mutually-satisfactory settlement of grievances, it is understood by the parties that this procedure shall be the sole method for the resolution of complaints of members of the P.B.A. The procedure shall be as follows:

Step 1. A Sergeant with a grievance shall first discuss it orally with his immediate superior, either directly or through the P.B.A.'s designated representatives, for purposes of resolving the matter informally.

Step 2. If the aggrieved party is not satisfied with the disposition of his grievance at Step 1 or if no written decision has been rendered within five (5) working days after the presentation of that grievance at Step 1, the matter may be referred by the P.B.A. or the aggrieved party by a submission, in writing, to the Chief of Police within five (5) working days of its disposition at Step 2. The written submission shall incorporate all documentation relating to the grievance introduced at Step 1. A meeting on the grievance shall be held between the grievant and the Chief of Police within seven (7) working days of the referral of the written grievance to the Chief of Police, at which a representative of the P.B.A. must be present. Said meeting shall not be public unless the parties so agree in writing. The Chief of Police shall render a final written decision within seven (7) working days of the date of the meeting.

Step 3. If the aggrieved party is not satisfied with the disposition of his grievance at Step 2, or if no written decision has been rendered within seven (7) working days after the presentation of that grievance at Step 2, the matter may be referred by the P.B.A., by its designated representative, to the Mayor and Council or their designated representatives within five (5) working days of its disposition at Step 2. Such referral shall be in writing and shall incorporate all documentation pertaining to the grievance introduced

between the grievant and the Chief of Police within seven (7) working days of the referral of the written grievance to the Chief of Police, at which a representative of the P.B.A. must be present. Said meeting shall not be public unless the parties so agree in writing. The Chief of Police shall render a final written decision within seven (7) working days of the date of the meeting.

Step 4. If the aggrieved party is not satisfied with the disposition of his grievance at Step 3, or if no written decision has been rendered within seven (7) working days after the presentation of that grievance at Step 3, the matter may be referred by the P.B.A., by its designated representative, to the Mayor and Council, or their designated representatives within five (5) working days of its disposition at Step 3. Such referral shall be in writing and shall incorporate all documentation pertaining to the grievance introduced at Steps 1, 2, and 3. The written submission shall be made to the Borough Clerk. A meeting on the grievance shall be held between the P.B.A. and the Mayor and Council, or their designated representatives, within fifteen (15) days of submission of the grievance to the Borough Clerk, at which meeting the parties may be represented. Said meeting shall not be public unless the parties so agree in writing. The Mayor and Council shall render a written decision within fifteen (15) days of the date of the meeting.

Step 5. Arbitration

(a) If the Grievance is not settled through Step 4 and the grievance alleges a violation of this Agreement, either party may refer the matter to the New Jersey State Board of Mediation for appointment of an arbitrator within fourteen (14) days after the determination by the Mayor and Council. An arbitrator shall be selected pursuant to the Rules of the New Jersey State Board of Mediation.

(b) However, no arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision of the Mayor and Council. In the event the aggrieved elects to pursue his appellate rights in accordance with Revised Statutes 40A:14-150, the arbitration hearing shall be canceled and the matter withdrawn from arbitration.

(c) The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter, in any way, the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be advisory upon the parties.

(d) The costs for services of the arbitrator shall be borne equally by the Borough and the Association. Any other expenses, including, but not limited to, the presentation of witnesses, shall be paid by the party incurring same.

Section 2.

The time limit specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual agreement between the parties. "Working Days" shall be defined with respect to the schedule of the party called upon to act.

Section 3.

A grievance must be presented at Step 1, one week from the date of occurrence of the facts which gave rise to the grievance. If it is not presented within the aforementioned time period, it shall not be thereafter considered a grievance under this Agreement.

Section 4.

Any employee may be represented at all stages of the grievance procedure by himself or, at his option, by a representative selected by him or approved by the P.B.A. When any employee is not represented by the P.B.A., the P.B.A. shall have the right to have a representative present and state its views at all stages of the grievance procedure.

ARTICLE IV: SALARIES

All employees covered by this Agreement shall receive increases in their pay in effect December 31, 1981 as follows:

Effective January 1, 1982, 5%; Effective July 1, 1982, an additional 5% on base pay in effect on June 30, 1982; Effective January 1, 1983, an additional 7% on base pay in effect on December 31, 1982.

Effective January 1, 1982, members of the Detective Bureau shall receive an annual additional stipend of \$1,100.00 per year, payable in the manner as has been paid heretofore.

ARTICLE V: LONGEVITY

Section 1.

All officers covered by this Agreement shall be entitled to and paid longevity payments and adjustments as follows:

Upon completion of four (4) years of service and thereafter 2% of base pay

Upon completion of eight (8) years of service and thereafter 4% of base pay.

Upon completion of twelve (12) years of service and thereafter 6% of base pay.

Upon completion of sixteen (16) years of service and thereafter 8% of base pay.

Upon completion of twenty (20) years of service and thereafter 10% of base pay.

Section 2.

Notwithstanding the provisions of the foregoing Section 1, no employee shall be entitled to receive longevity payment in excess of \$1,700.00 in any calendar year.

Section 3.

Effective with the anniversary date occurring during each calendar year, any employee whose eligibility date is prior to July 1, he shall receive longevity from January 1 of that year. Those whose anniversary dates fall on or after July 1, shall receive longevity pay from July 1 of that year.

ARTICLE VI: COURT TIME AND OVER TIME

Any Sergeant who is required to appear before any Court, Grand Jury, Administrative Tribunal, Civil Court, on behalf of the Borough, County of Union, or State, for purposes of being available to give testimony regarding matters in connection with and growing out of job connected duties, will be paid at the rate of time and one-half when such appearances are required on the employee's normally scheduled off-duty time.

Effective January 1, 1982, employees who are required to appear in Municipal Court on off-duty time in connection with the performance of his duties, shall receive \$30.00 for each Court appearance.

Effective January 1, 1982, any employee who is required to appear and testify in a civil court proceeding on behalf of a party other than the Borough, State, or County of Union, shall receive \$50.00 for each such appearance. Such \$50.00 payment shall be reduced by the amount of any payment the employee receives from or on behalf of the party requiring the employees appearance and testimony. The employee shall indicate the amount of any payment received from the party requiring his testimony on his voucher requesting a civil court appearance payment from the Borough. A copy of the subpoena received by the employee shall also be attached to the voucher. The total amount of payments to be made by the Borough to all members of the Police Department for civil court appearances of the kind described in this paragraph shall not exceed \$500.00 per calendar year covered by this Agreement.

Except for Detectives and juvenile officers, any employee:

1. Who is required to work beyond his normal scheduled quitting time, or;
2. Who is required to work on his normally scheduled day off, or;
3. Who is required to report to work after completion of his regular shift and prior to the start of his next regularly scheduled shift,

shall be paid at the rate of time and one-half for all hours worked that are not included in the employee's normally scheduled shifts. Payment at the rate of time and one-half shall not apply to any such hours

voluntarily worked by the employee for the benefit of another employee or for their mutual benefit.

Any employee who is required to perform duties of a Superior officer for a period of thirty (30) consecutive days or more, shall be compensated at the Superior's base rate of pay for all time worked in such capacity. It is understood that the thirty (30) consecutive days shall be interpreted to mean the employee's working days as shown on the schedule posted in Police Headquarters, and shall not mean thirty (30) consecutive calendar days.

ARTICLE VII: SICK LEAVE

A. Service Credit for Sick Leave

1. All employees shall be entitled to sick leave with pay based on their aggregate years of service.

2. Sick leave may be utilized by employees when they are unable to perform their work by reason of bona fide personal illness, accident or exposure to contagious disease.

B. Amount of Sick Leave

1. Sick leave with pay shall accrue to any fulltime employee on the basis of one (1) working day per month during the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter, to a maximum of one hundred twenty (120) days.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purposes, to the stated maximum.

3. An employee shall not be reimbursed for accrued sick leave at the time of termination of his employment.

C. Reporting of Absence on Sick Leave

1. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations where notices must be made prior to the employee's starting time. In such event, the employee shall notify the Shift Supervisor at least one-half (1/2) hour prior to the commencement of his usual starting time.

D. Verification of Sick Leave

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit

acceptable medical evidence substantiating the illness.

(a) An employee who has been absent on sick leave for periods totalling ten (10) days in one calendar year, consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year.

(b) In addition, the appointing authority may require proof of illness of any employee on sick leave whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

2. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.

3. The Borough may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined by a physician designated by the Borough, at the Borough's expense. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

E.

1. Any employee who sustains job connected illness or injury, shall be maintained at full pay, less any weekly workman's compensation benefits he may receive, until such time as the employee shall either return to work, apply for and/or receive pension, and/or be certified by employer's physician as able to return to work. There shall be no deductions made from the employee's sick leave benefits during this period.

2. It is understood that the employer shall have the right to require such employee to report to a physician of the employer's choosing for examination to determine the employee's fitness for return to duty.

ARTICLE VIII: DISCRIMINATION OR COERCION

There shall be no discrimination, interference or coercion by the employer or any of its agents against the employees represented by the P.B.A. because of membership or activity in the P.B.A. The P.B.A. or any of its agents shall not intimidate or coerce employees into membership. Neither the employer nor the P.B.A. shall discriminate against any employee because of race, creed, color, age, sex, or national origin.

ARTICLE IX

In the event that any federal or state legislation, government regulation or court decision causes invalidation of any article or section of this Agreement, all other articles and sections not so invalidated shall remain in full force and effect, and the parties shall renegotiate any such invalidated provisions.

ARTICLE X: OFF-DUTY ASSIGNMENTS

Off-duty attendance at certain Borough-required functions shall be paid at the rate of \$10.00 per hour or straight-time hourly earnings, whichever is higher.

ARTICLE XI: PERSONAL LEAVE TIME

Each member shall be entitled to five (5) personal leave days per year. In the event a member shall have unused personal leave days from the previous calendar year, he shall be entitled to add them to his vacation in the succeeding calendar year.

ARTICLE XII: CLOTHING ALLOWANCE

Effective January 1, 1982, all employees covered by this Agreement shall receive an annual clothing allowance of \$350.00 plus annual maintenance and laundry allowance of \$200.00. Such payment shall be pro-rated for new employees based upon time employed during the year. Said laundry allowance shall be paid in cash or by check, on the first Monday in December.

ARTICLE XIII: INSURANCE

A. The Borough agrees to provide and pay for the premium for Blue Cross and major medical, including surgical insurance, which shall include the following:

1. \$1,000,000.00 lifetime maximum benefit, a \$100.00 calendar year deductible per person, \$200.00 family maximum deductible and an 80% co-insurance benefit for the first \$2,000.00 eligible expense incurred and a 100% benefit of the excess's in a given calendar year. The Borough agrees to provide the aforementioned insurance benefits to all eligible officers and their eligible dependents.

B. The Borough reserves the right to change insurance carriers so long as substantially similar benefits are provided, subject to review by the P.B.A.

ARTICLE XIV: NO-STRIKE PLEDGE

A. The P.B.A. covenants and agrees that during the term of this Agreement neither the P.B.A. nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty or willful absence of any employee from his position or stoppage or work or abstinence, in whole or in part, from the full, faithful, and proper performance of the employee's duties of employment), work stoppage, slowdown, sick-out, or walk-out against the Borough. The P.B.A. agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, work stoppage, sick-out, or walk-out, it is covenanted and agreed that participation in any such activities by any employee covered under the terms of this Agreement may be deemed grounds for disciplinary action of such employee or employees. All employees who continue full performance of their duties during such strike, slowdown, work stoppage, sick-out, or walk-out shall receive full pay and all benefits provided in this Agreement.

C. The P.B.A. will actively discourage any strike, slowdown, work stoppage, sick-out, or walk-out and, consistent with the rights of its members, issue a statement, in writing, describing such strike, slowdown, work stoppage, sick-out, or walk-out as illegal and invalid.

D. Nothing contained in this Agreement shall be construed to limit or restrict the Borough in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the P.B.A. or its members.

ARTICLE XV: DISCIPLINARY ACTION

A. Nonprobationary employees shall not be disciplined except for just cause in accordance with State Law.

B. Failure to qualify with sidearms may result in disciplinary action. The Borough shall provide an in-service training program for firearms proficiency.

ARTICLE XVI: RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, and benefits which the officers are presently enjoying shall be maintained and continued by the Employer during the term of this Agreement at not less than the highest standards in effect as of the effective date of this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in this Agreement as if set forth herein, at length.

ARTICLE XVII: POLICE EQUIPMENT

A. It shall be the responsibility of each Sergeant to immediately report any defective vehicles to his immediate superior.

B. Each police officer shall utilize reasonable care and be fully responsible for equipment assigned to him.

ARTICLE XVIII: FULLY-BARGAINED PROVISIONS

A. During the course of collective negotiations, each party has been free to propose and negotiate with regard to all appropriate subjects which it might have desired to place before the other for consideration. This Agreement incorporates all rights and obligations assumed by each party and granted through its terms by each to the other as a result of the negotiating process, and it is specifically recognized that since both parties hereto are desirous of stabilizing their relationship by an executed document for a specific duration, for that duration, neither side shall be obligated to enter into further negotiations regarding any matter not specifically designated by clear and express language within this Agreement.

B. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement, except as may be otherwise determined by the Public Employment Relations Commission.

ARTICLE XIX: VACATIONS

A. Police officers shall accumulate the following vacation days in accordance with the following schedule:

1. Less than ten (10) months service before July 1, one (1) day of paid vacation for each full month of employment prior to July 1.
2. More than ten (10) months but less than ten years continuous service by July 1, two (2) calendar weeks of vacation.
3. Ten (10) to twenty (20) years of continuous service, three (3) calendar weeks of vacation.
4. Twenty (20) years or more of continuous service, four (4) calendar weeks of vacation.

B. The vacation year, for purposes of determining eligibility and amount of vacation, is from July 1 to June 30.

C. Vacations will normally be taken in full weeks, subject to a schedule approved by the Chief.

D. No vacation time shall be accumulated from year to year, except where an employee loses his vacation time by reason of being required to work during said period. In such cases, said employee shall be granted the unused vacation time at a subsequent period, or equivalent payment or compensation shall be made upon certification of the appropriate department head and approval of the Borough Council.

E. Seniority shall be determined within squads to which members are assigned, first by rank, and then by length of service within the department.

ARTICLE XX: PROVISION FOR REPRESENTATION FEE IN LIEU
OF DUE FROM NON-MEMBERS OF THE P.B.A.

A. Any permanent employee in the bargaining unit on the effective date of this Agreement who does not join in the Union within thirty (30) days of initial employment within the unit and any permanent employee previously employed within the unit who does not join within ten (10) days or reentry into employment with the unit shall, as a condition of employment, pay a Representation Fee to the Union by automatic payroll deduction. The Representation Fee shall be in an amount equal to eighty-five per cent (85%) of the regular Union Membership dues, fees, and assessments as certified to the Employer by the Union. The Union may revise its certification of the amount of the Representation Fee at any time to reflect changes in the regular Union membership dues, fees, and assessments. The Union entitlement to the Representation Fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor Agreement between the Union and the Employer.

B. The Union agrees that it will indemnify and save harmless the Borough against any and all actions, claims, demands, losses or expenses (including reasonable attorney's fees) in any matter resulting from action taken by the Borough at the request of the Union under this article.

C. In the event that an employee, otherwise eligible for membership in the bargaining unit, is, for any reason, denied said membership by the bargaining unit, said employee shall not be subject to the payment of the Representation Fee provided for herein.

ARTICLE XXI: HOLIDAYS

Employees covered by this Agreement shall continue to receive not less than twelve (12) holidays per year which shall be paid to the employee in the following manner:

Six holidays paid in June and six holidays paid in December, or twelve (12) holidays paid in December.

Said choice shall be made by the employee by voucher submitted to the employer.

In the event the Municipality shall declare and/or recognize and/or grant additional holidays to its other Municipal employees, such holidays shall automatically be granted to the employees covered by this Agreement.

ARTICLE XXII: EDUCATIONAL ASSISTANCE

In the event a permanent employee desires to improve his skills through further education, the Borough will reimburse such employee in accordance with its established educational assistance policy. That policy, adopted by the Borough pursuant to Resolution 79-121, is hereby incorporated by reference as if fully set forth herein.

ARTICLE XXIV: DURATION

This Agreement shall become effective January 1, 1982, and shall continue in full force and effect through December 31, 1983. If either party desires to change this Agreement it shall do so in accordance with Rules of the Public Employment Relations Commission, in writing, at least sixty (60) days prior to the expiration date.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands or caused these presents to be signed by their proper corporate officers and their proper corporate seals to be hereto affixed, the day and year first above written.

BOROUGH OF NEW PROVIDENCE

ATTEST:

Loisne Schaffner

By Paul Wible

ATTEST:

Asst. Mayor Becker

NEW JERSEY STATE P.B.A.
NEW PROVIDENCE LOCAL #132

BY Daugherty

1983 SALARY SCALE

| | | |
|-------------------------|------------------------|---------------------|
| 1st Grade | January 1, 1982 | \$ 20,680.00 |
| | July 1, 1982 | \$ 21,714.00 |
| | January 1, 1983 | \$ 23,235.00 |
| 2nd Grade | January 1, 1982 | \$ 19,745.00 |
| | July 1, 1982 | \$ 20,733.00 |
| | January 1, 1983 | \$ 22,185.00 |
| 3rd Grade | January 1, 1982 | \$ 18,816.00 |
| | July 1, 1982 | \$ 19,756.00 |
| | January 1, 1983 | \$ 21,140.00 |
| 4th Grade | January 1, 1982 | \$ 17,918.00 |
| | July 1, 1982 | \$ 18,814.00 |
| | January 1, 1983 | \$ 20,135.00 |
| Probationary | January 1, 1982 | \$ 16,984.00 |
| | July 1, 1982 | \$ 17,835.00 |
| | January 1, 1983 | \$ 19,085.00 |
| Sergeant | January 1, 1982 | \$ 22,706.00 |
| | July 1, 1982 | \$ 23,841.00 |
| | January 1, 1983 | \$ 25,510.00 |